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RESEARCH NOTES

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PREPARATION OF THE CRITERION FOR THE COMBAT VALIDATION STUDY.

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PERSONNEL RESEARCH SECTION

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PREPARATION OF THE CRITERION FOR THE COMBAT VALIDATION STUDY

I. PURPOSE

This report will describe the criterion prepared for use in validating selection instruments for the Combat Validation Study in Korea during 1951.

II. POPULATION

A. The population will consist of approximately 3000 enlisted men, i.e., two infantry regiments who have recently engaged the enemy, or recently performed their duty under active fire (e.g., men of the rifle company, heavy weapons company, medical company, or combat engineers).

B. The field agent will use his discretion in choosing a population which is typical of those groups of men whose assigned job is performance under fire.

III. DESCRIPTION OF THE CRITERION

The criterion consists of ratings on two 15-point scales having five descriptive phrases.

Scale A: Did this man carry the fight to the enemy?

He always carried the fight to the enemy.
He sometimes carried the fight to the enemy.
He fought along with the rest.
He sometimes lagged behind when the going got rough.
He always lagged behind. You couldn't find him when the going got rough.

Scale B: How well did this man do in combat?

He was one of the very best men in the outfit.
He was a better combat man than most.
He was about as good as most.
He was not as good as most men.
He was not a combat soldier. His outfit would have been better off without him.

In addition to the two scales, raters will be asked to nominate the men they would not want to have in combat with them:

"If you had a choice who are the men you would not want to have in combat with you? Don't forget that just because a man was a casualty in the mission, does not necessarily mean that he was either any better or worse than any of the rest. He may be so poor that he's not worth his transportation over here. He may be a positive danger to himself or others. But if for any reason you feel that any of these men cost more than they are worth, they are the ones we are interested in."

The reason for these nominations will also be elicited and recorded.

IV. COLLECTION OF DATA

A. Three ratings will be collected on each man on each scale as follows:

1. The field agent will determine the degree of contact that the squad leaders have with the men in the other squads in his platoon. If this appears adequate, ratings will be collected on all men in a platoon from three squad leaders in that platoon.

2. If the degree of contact is insufficient, ratings will be collected by squad, i.e., on each man in the squad from the squad leader and two others in the squad selected by the leader.

3. Ratings will be collected on recent casualties up to 25% of the total sample of rates.

B. Ratings will be collected by means of a personal interview of the
 4's using the Rating Box.

C. Full details of the method of collecting ratings may be found in the SOP, Field Procedures for Collecting Ratings on Enlisted Men After Combat.

V. PERSONNEL

- A. Program Coordinator: Richard H. Gaylord
- B. Research Associate: Eva R. Stunkel
- C. Statistical Advisor: Joel T. Campbell
- D. Preparation of Report: Eva R. Stunkel

~~Submitted to TRU: March 30, 1951~~

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